



Department of Defense DIRECTIVE

ASD(HA)

614-4765

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AD-A269 504



October 4, 1989
NUMBER 1312.2

ASD(HA)

SUBJECT: Entry Grade Credit for Health Services Officers

- References:
- (a) DoD Directive 1312.2, subject as above, July 28, 1981 (hereby canceled)
 - (b) Title 10, United States Code, Section 716
 - (c) DoD Directive 7750.5, "Management and Control of Information Requirements," August 7, 1986
 - (d) DoD Directive 5000.11, "Data Elements and Data Codes Standardization Program," December 7, 1964

A. REISSUANCE AND PURPOSE

This Directive reissues reference (a) to update policies and responsibilities, and provide guidance to the Military Departments to determine:

1. Service creditable on appointment, designation, or assignment as a Regular or Reserve health services officer.
2. Entry grade.

B. APPLICABILITY AND SCOPE

1. This Directive applies to the Office of the Secretary of Defense (OSD) and the Military Departments.
2. The policies apply to all commissioned officers, other than medical or dental officers, appointed, designated, or assigned as health services officers in the medical departments of the Armed Forces.
3. This Directive does not apply to inter-Service transfers under reference (b).

C. DEFINITIONS

Terms used in this Directive are defined in enclosure 1.

D. POLICY

1. Entry Grade Credit. A prospective officer's entry grade and rank within grade shall be determined by the number of years of entry grade credit awarded on original appointment, designation, or assignment as a health services officer. The entry grade credit to be awarded shall be the sum of constructive service credit and credit for prior active commissioned service, except in cases when the total exceeds the maximum credit allowed as stated in paragraph D.1.a., below. A period of time shall be counted only once when computing entry grade credit.

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a. Maximum Entry Grade Credit. The total entry grade credit granted shall be not more than the amount required for the officer to receive an entry grade of 0-4, in the appropriate competitive category, as if the officer were to be concurrently called to active duty (AD). This provision may be waived by the Secretary of the Military Department, or designee, in the following situations:

(1) When a manning shortfall exists within the specialty to which the individual is to be assigned or detailed.

(2) In instances where serious inequities would otherwise result.

Note: A written justification for each waiver shall be kept on file and a copy forwarded to the Assistant Secretary of Defense (Health Affairs) (ASD(HA)) annually on November 30, with a summary report of waivers granted during the fiscal year just concluded.

b. Entry Grade Credit Savings Provisions. Persons who, on September 14, 1981, were participating in a program leading to an appointment, designation, or assignment as a health services officer and the crediting of years of service may be granted entry grade credit under the laws and regulations in effect on that date. (See appropriate Military Department regulations.) The actual entry grade as well as promotion procedures and criteria for such persons shall be as determined in accordance with laws and regulations in effect on September 15, 1981, or as these laws and regulations are subsequently changed. There shall be no retroactive changes made, as a result of this Directive, to the number of years of credit previously granted to officers appointed, designated, or assigned as health services officers before September 15, 1981.

c. Constructive Service Credit. The primary purpose of constructive service credit is to provide grade and date of rank comparability for those officers who begin AD service after obtaining the additional education, training, and experience required for appointment as a health services officer, relative to those officers who begin AD commissioned service immediately after obtaining a baccalaureate degree. Constructive service credit shall be determined in accordance with the following guidelines:

(1) A period of time shall be counted only once.

(2) Periods of time spent in an active commissioned status may not be counted. However, in the case of an officer who completes advanced education or receives an advanced degree while in an active status or while on AD and in less than the number of years normally required to complete such advanced education or receive such advanced degree, constructive service credit may be given to an officer for such advanced education or degree if such advanced education or degree is required as a prerequisite for appointment as a commissioned officer to the extent that the number of years normally required to complete such advanced education or receive such advanced degree exceeds the actual number of years in which such advanced education or degree is obtained by the officer.

(3) Qualifying periods of less than 1 full year shall be proportionately credited to the nearest day, except when noted otherwise.

AD NUMBER	DATE Aug 93	DTIC ACCESSION NOTICE
1. REPORT IDENTIFYING INFORMATION A. ORIGINATING AGENCY OSD/WHS DIRECTIVES DIVISION B. REPORT TITLE AND/OR NUMBER DoDD-1312.2, 10/4/89 Directive C. MONITOR REPORT NUMBER D. PREPARED UNDER CONTRACT NUMBER		REQUESTER: 1. Put your mailing address on reverse of form. 2. Complete items 1 and 2. 3. Attach form to reports mailed to DTIC. 4. Use unclassified information only. 5. Do not order document for 6 to 8 weeks. DTIC: 1. Assign AD Number. 2. Return to requester.
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(4) The number of years creditable as constructive service credit shall not exceed that specified in the following table:

Qualification

(a) Credit may be granted for the qualifying degree for individuals or assigned the specialties indicated in enclosure 3. Additional credit of 1 year may be granted for disciplines (see footnote 2, enclosure 2) when the number of years of baccalaureate education completed by 75 percent or more of the students entering the discipline exceeds by 1 or more years the minimum number of years of preprofessional education required by a majority of the institutions awarding degrees for that profession, based on an annual survey of students entering professional school. An individual may qualify for this credit only when the requisites in this subparagraph, above, apply to the year in which the individual entered professional school and only when the individual attained the additional 1 or more years of preprofessional education. No credit may be granted under this paragraph unless the degree is required by the Military Service concerned.

(b) Credit may be granted for additional advanced degrees in specialties indicated in enclosure 3. The additional degree must add adjunctive skills to the primary specialty and must contribute directly to performance in the anticipated position in the Service concerned. Credit is awarded based on actual full-time equivalent education of up to 2 years for a master's degree or up to 3 years for a doctorate. The additional degree must not have been earned concurrently with the qualifying degree. Credit includes time spent in attainment of lower degrees, and no additional credit may be given for more than one degree in a single field. A period of time shall be counted only once.

(c) Credit may be granted for successful completion of post-baccalaureate education in the specialty in which appointed that is approved by the appropriate accrediting agency. (See enclosure 4.) Credit may not exceed that required for certification in the specialty.

(d) Credit may be granted for experience in a health profession, if such experience is directly used by the Military Department concerned.

(e) In unusual cases, additional credit may be granted for special professional experience in

Credit

1 year for each year (or school year) as limited by enclosure 2

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1 year for each year (or school year) limited by level of degree attained duty

DTIC QUANTITY INSPECTED 1

1 year for each year as limited by enclosure 4

$\frac{1}{2}$ year for each year of experience up to a maximum of 3 years credit.

1 year for each year of special pro-

the specialty in which appointed when that experience is accrued after obtaining the qualifying degree. This additional credit applies only to individuals who have an experience level, needed by the Military Department concerned, that uniquely distinguishes them from the normal qualifications required for appointment as a commissioned officer. Maximum credit for experience must be earned under subparagraph D.1.c.(4)(d), above, before earning any experience credit under this paragraph. Credit under this provision may be given:

1 To health professionals on the basis of special experience that is associated with advanced education or an advanced degree; or

2 To health professionals with special experience in a health professional specialty in which critical shortages exist and for which advanced education is not required.

Note: The Secretary of the Military Department concerned, or designee, may grant credit for experience in subparagraphs D.1.c.(4)(d) and D.1.c.(4)(e)1-2, above, to officers in the Active component or a Reserve component based upon the particular needs of the component concerned. Credit for experience in subparagraph D.1.c.(4)(e)2 is to assist in alleviating the shortage of certain health profession specialties reflected in plans submitted under paragraph E.2.d., below. Experience of 1/2 year or less earns no credit.

d. Prior Active Commissioned Service Credit. Credit for prior active commissioned service (other than as a commissioned warrant officer) may be granted to recognize previous military experience while maintaining cognizance of the level of professional (technical) expertise. For an officer who participated in an education program in an active commissioned status and is granted credit under subparagraph D.1.d.(2), below, all prior active commissioned service shall be treated as if the officer received such credit as constructive service credit under subparagraph D.1.c.(4)(a), above. Credit for prior active commissioned service may not exceed that specified in the following table:

<u>Qualification</u>	<u>Credit</u>
(1) Extended AD service as a commissioned officer (other than as a commissioned warrant officer) in any of the Uniformed Services in the specialty in which being appointed.	1 year for each year of service
(2) Active commissioned service, while participating in an education program that would qualify for credit under paragraph D.1.c., above.	1 year for each year or school year, not to exceed credit limits in enclosures 2 and 4
(3) Extended AD service as a commissioned officer (other than as a commissioned warrant officer) in any of the Uniformed Services in	½ year for each year of service

other than the specialty in which being appointed or active commissioned service, other than on extended AD, in the specialty in which being appointed.

(4) Active commissioned service, other than on extended AD, in other than the specialty in which appointed.	½ year for each year of service
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e. Graduates of the Service Academies may not receive credit under paragraphs D.1.c. or d., above, for any service performed or education, training, or experience obtained before graduation from the Academy concerned.

2. Entry Grade. An officer granted entry grade credit under this Directive shall have the grade determined by comparing entry grade credit with the appropriate promotion phase points of the Service and competitive category concerned. Except as limited by paragraph D.1.a., above, the amount by which an officer's entry grade credit exceeds that amount used to establish the entry grade shall be used to adjust the date of rank in that grade. Reserve component officers of the Army and Air Force shall be called to duty in their Reserve grade unless entitled to a higher grade under this Directive.

E. RESPONSIBILITIES

1. The Assistant Secretary of Defense (Health Affairs) (ASD(HA)) shall:

- a. Monitor and evaluate the operation of the entry grade system to ensure its effectiveness.
- b. Evaluate annually the policies in this Directive to ensure they are current and, if applicable, authorize temporary modifications, pending the publication of changes to the Directive.
- c. Recommend policy changes to the Secretary of Defense.
- d. Review the Military Department's plans for granting credit for special experience under subparagraph D.1.c.(4)(e)2, above.
- e. Conduct an annual survey to:
 - (1) Determine the preprofessional education required by a majority of professional schools in each of the professions covered by this Directive.
 - (2) Determine the preprofessional education obtained by students entering professional schools that year.
 - (3) Determine the normal length of time required to obtain an advanced degree to validate the credit authorized for the disciplines in enclosure 2.
- f. Furnish to the Military Departments annually the results of the survey (see paragraph E.1.d., above), and revise enclosure 2 when necessary.

2. The Secretaries of the Military Departments, or designees, shall:

a. Administer the policies prescribed in this Directive for their Departments.

b. Maintain statistical data on the implementation of the policies prescribed in this Directive, suitable for assessing effectiveness, for the submission of special reports required by the ASD(HA), and in accordance with DoD Directives 7750.5 and 5000.11 (references (c) and (d)).

c. Submit an annual report on November 30 to the ASD(HA) on the number of waivers to the entry grade credit limitation (see paragraph D.1.a., above) for each grade, with copies of the justification for each waiver. Each report shall include data for the preceding fiscal year.

d. Provide to the ASD(HA) by July 1 of each year their plans for granting credit for special experience to certain critically short specialties under subparagraph D.1.c.(4)(e)2, above. The plan shall include a list of the health care specialties to receive credit for special experience for the forthcoming fiscal year, full justification, and any planned limitations on the amount of credit provided.

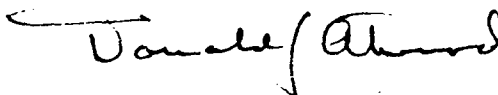
e. Recommend changes in these policies to the Secretary of Defense through the ASD(HA).

F. INFORMATION REQUIREMENTS

The reporting requirements prescribed are assigned Report Control Symbol DD-HA(A)1420.

G. EFFECTIVE DATE AND IMPLEMENTATION

Subparagraph D.1.c.(4)(d) is effective December 4, 1987. The remaining provisions of this Directive are effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Health Affairs) within 120 days.



Donald J. Atwood
Deputy Secretary of Defense

Enclosures - 4

1. Definitions
2. Maximum Credit for Qualifying Degree or Discipline
3. Credit for Additional Advanced Degrees
4. Post-Baccalaureate Education Credit

DEFINITIONS

1. Active Commissioned Service. Includes commissioned service in an Active status.
2. Extended Active Duty (AD). Duty on the AD List of an armed service for a period of 90 days or more.
3. Health Services Officers. Includes those officers serving in the Veterinary Corps, Nurse Corps, Medical Service Corps, Medical Specialist Corps, Biomedical Sciences Corps, and those members in DoD programs leading to commissioning in any of these Corps.
4. Primary Specialty. The specialty that was the basis for commissioning or awarding constructive service credit.
5. Promotion Phase Point. The timing of promotions to a specific grade expressed in terms of the length of time an officer will have served, as calculated from the officer's date of rank, in the next lower grade at the time of promotion to the higher grade.
6. Qualifying Degree. The academic degree required by the Military Department concerned for appointment, designation, or assignment as a health services officer with a specific specialty.
7. Uniformed Service. Includes those officers in any Armed Force, the National Oceanic and Atmospheric Administration (NOAA), or the Public Health Service (PHS).

MAXIMUM CREDIT FOR QUALIFYING DEGREE OR DISCIPLINE¹

<u>Degree or Discipline</u>	<u>Doctorate-Level Credit</u>		<u>Master's-Level Credit</u>		<u>Baccalaureate-Level Credit</u>
	4 years	3 years ²	2 years	1 year	1 year ³
Audiology	X		X		
Biochemistry	X		X		
Clinical Laboratory	X		X		
Engineering (Health-Related)	X		X ⁵	X	
Entomology	X		X		
Environmental Science	X		X ⁵	X	X
Health Care Administration ⁴	X		X		
Immunology	X		X		
Microbiology	X		X		
Nuclear Medical Science ⁶	X		X		
Nursing	X		X		
Optometry		X			
Parasitology	X		X		
Pharmacy (PhD)	X				
Pharmacy (Master's or Doctor of Pharmacy)			X		
Pharmacy					X
Physiology	X				
Podiatry		X			
Psychology (Experimental)	X		X		
Psychology (Clinical)	X				
Sanitary Engineering	X		X ⁵	X	X
Social Work	X		X		
Speech Pathology	X		X		
Veterinary Medicine (DVM)		X	X		
Zoology	X		X		

¹No credit is authorized unless reflected by an "X" in the column.

²Additional credit may be granted in some cases. See subparagraph D.1.c.(4)(a), above.

³Only if 5-year baccalaureate program is required and completed.

⁴Includes related management disciplines.

⁵Only if a 5-year baccalaureate program is completed before entry in master's program.

⁶Includes degrees in Health Physics, Radiobiology, Radiological Physics, Nuclear Physics, and Biophysics.

CREDIT FOR ADDITIONAL ADVANCED DEGREES

Advanced degrees in the following listed specialties may qualify for additional constructive credit: (See subparagraph D.1.c.(4)(b), above.)

Anatomy
Audiology
Bacteriology
Biochemistry
Clinical Laboratory
Dietetics
Environmental Health
Engineering (Health-Related)
Immunology
Medical Entomology
Medical Laboratory Sciences
Military Environmental Sanitation
Microbiology
Nuclear Medical Science
Nursing Specialties
Occupational Therapy
Optometry
Parasitology
Pharmacy
Physiology
Physical Therapy
Podiatry
Psychology
Public Health
Rehabilitative Psychology
Sanitary Engineering
Veterinary Medical Specialties
Virology
Zoology
Other specialties when approved on a case-by-case basis by the Service Secretary concerned, or designee.

POST-BACCALAUREATE EDUCATION CREDIT

The following credit may be granted for completion of the education or training indicated:

<u>Specialty</u>	<u>Accrediting Agency</u>	<u>Credit</u>
Clinical Psychology Internship (includes integrated program)	American Psychology Association	1 year
Clinical Laboratory Certification Program	American Society of Clinical Pathologists	1 year ¹
Dietetic Internship or Coordinated Program	American Dietetic Association	3/4 year
Occupational Therapy Field Work Level II	American Occupational Therapy Association	1/2 year
Physical Therapy Clinical Education or Integrated Program	American Physical Therapist Association	1 year
Podiatry	American Podiatry Association	1 year
Nurse Anesthesia ²	American Association of Nurse Anesthetists	2 years
Nurse Midwifery ³	American College of Nurse Midwives	1 year
Nurse Practitioner: ² OB/GYN	Nurses Association of the American College of Obstetricians and Gynecologists Certifying Organization	1/2 year
Pediatrics	American Nurses' Association and National Board of Pediatric Nurse Practitioners and Associates	1/2 year
Adult Care	American Nurses' Association	1/2 year
Psychiatric-Mental Health	American Nurses' Association	1/2 year
ICU-CCU	American Association of Critical Care Nurses	1/2 year
Family Practice	American Nurses' Association	1/2 year

¹ Credit may be granted only when the highest degree attained is at the baccalaureate level.

² Individuals who complete these programs without having a baccalaureate degree may receive experience credit as prescribed in subparagraph D.1.c.(4)(d) to the extent that the total period of training (including baccalaureate-level schooling) exceeds 4 years.

³ This credit does not preclude appropriate credit for Nurse Midwives who qualify for a master's degree under subparagraph D.1.c.(4)(b).

SUPPLEMENTARY

INFORMATION

DEPARTMENT OF DEFENSE

DIRECTIVES SYSTEM TRANSMITTAL

NUMBER

See Pen Changes Below

DATE

November 16, 1994

DISTRIBUTION

1000 series

ATTACHMENTS

None

CARATA AD-A 269504

INSTRUCTIONS FOR RECIPIENTS

Pen changes to the following DoD Issuances are authorized:

DoD Issuance Number and Date

Change Number

DoD Instruction 1000.15, September 22, 1978

Change 2

Section H.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward two copies of implementing regulations to the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) within 120 days."

DoD Directive 1020.1, March 31, 1982

Change 1

Section H.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."

DoD Directive 1205.5, May 16, 1980

Change 1

Section F.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."

WHEN PRESCRIBED ACTION HAS BEEN TAKEN, THIS TRANSMITTAL SHOULD BE FILED WITH THE BASIC DOCUMENT

NUMBER See Below Pen Changes	DATE November 16, 1994	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>		<u>Change Number</u>
<u>DoD Instruction 1205.12, January 15, 1969</u> Section VI. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Two (2) copies of implementing instructions issued by the Military Departments shall be furnished to the Assistant Secretary of Defense (M&RA) within sixty (60) days."		Change 1
<u>DoD Directive 1205.14, November 11, 1974 (Reprint)</u> Section IV. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Two copies of implementing documents shall be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within 90 days."		Change 1
<u>DoD Directive 1205.17, June 20, 1985</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Reserve Affairs) within 120 days."		Change 1
<u>DoD Directive 1215.13, June 30, 1979</u> Section G. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days for review and approval prior to issuance."		Change 2
<u>DoD Directive 1215.14, February 4, 1975</u> Section IV. Heading. Delete "AND IMPLEMENTATION" Subsection B. Delete in its entirety.		Change 3
<u>DoD Directive 1304.23, February 15, 1984</u> Section G. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days."		Change 1
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NUMBER See Below Pen Changes	DATE November 16, 1994	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>		<u>Change Number</u>
<u>DoD Directive 1312.2, October 4, 1989</u> Section G. Heading. Delete "AND IMPLEMENTATION" Lines 2 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Health Affairs) within 120 days."		Change 1
<u>DoD Directive 1320.5, July 26, 1978</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of each implementing document to the Assistant Secretary of Defense (MRA&L) within 120 days."		Change 2
<u>DoD Instruction 1322.20, March 14, 1991</u> Section H. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 120 days."		Change 1
<u>DoD Directive 1325.6, September 12, 1969</u> Section IV. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Two (2) copies of implementing regulations shall be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within ninety (90) days."		Change 3
<u>DoD Instruction 1330.7, April 26, 1974</u> Section V. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Two copies of implementing instructions shall be forwarded to the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) within 60 days."		Change 3
<u>DoD Directive 1338.5, August 13, 1980</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."		Change 2
3		

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INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>	<u>Change Number</u>	
<u>DoD Directive 1344.3, February 1, 1978</u> Section D. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing regulations to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 60 days."	Change 1	
<u>DoD Instruction 1400.10, December 5, 1980</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 2	
<u>DoD Instruction 1400.11, February 8, 1980</u> Section D. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 2	
<u>DoD Directive 1400.13, July 8, 1976</u> Section VI. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Two copies of implementing regulations shall be forwarded to the ASD(M&RA) within 60 days."	Change 1	
<u>DoD Directive 1400.16, October 30, 1970</u> Section VIII. Heading. Delete "AND IMPLEMENTATION" Paragraph B. Delete in its entirety.	Change 2	
<u>DoD Directive 1400.25, January 24, 1978</u> Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the ASD(MRA&L) and one copy to the ASD(C) within 60 days."	Change 1	
<u>DoD Instruction 1400.32, January 15, 1987</u> Section G. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 60 days."	Change 1	

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INSTRUCTIONS FOR RECIPIENTS (continued)

<u>DoD Issuance Number and Date</u>	<u>Change Number</u>
<u>DoD Directive 1400.34, December 15, 1988</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 5. Delete "The Military Departments shall forward one copy of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 60 days of receipt of DoD 1400.34-M, "DoD Civilian Intelligence Personnel Management System (CIPMS) Procedures."	Change 2
<u>DoD Directive 1402.1, January 21, 1982</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 3
<u>DoD Instruction 1412.3, December 8, 1971</u> Section V. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Two copies of each implementing document will be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within ninety (90) days."	Change 2
<u>DoD Instruction 1416.4, March 4, 1963</u> Section VIII. Heading. Change "IMPLEMENTATION" to "EFFECTIVE DATE" Subsection A. Delete in its entirety. Subsection B. Redesignate paragraph "B." as paragraph "A."	Change 2
<u>DoD Instruction 1416.8, December 5, 1980</u> Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 1
<u>DoD Instruction 1418.2, May 5, 1969</u> Section VII. Heading. Delete "IMPLEMENTATION AND" Lines 1 through 4. Delete "Two copies of implementing instructions and revisions thereto will be furnished to the the Assistant Secretary of Defense (Manpower and Reserve Affairs) within 60 days."	Change 4

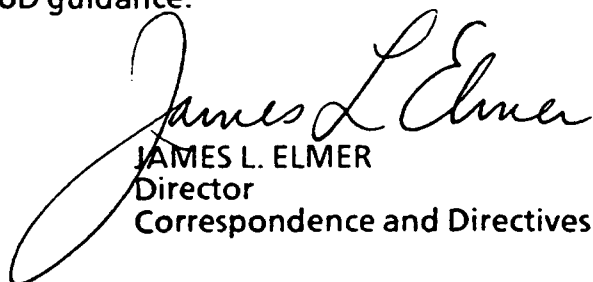
NUMBER	DATE	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
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INSTRUCTIONS FOR RECIPIENTS (continued)

<u>DoD Issuance Number and Date</u>	<u>Change Number</u>
<u>DoD Instruction 1422.1, October 31, 1967 (Reprint)</u> Section VI. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Two copies of implementing regulations issued by the DoD components will be forwarded to the Assistant Secretary of Defense (Comptroller) within 90 days."	Change 1
<u>DoD Instruction 1424.3, January 28, 1980</u> Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 1
<u>DoD Directive 1430.2, June 13, 1981</u> Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 1
<u>DoD Directive 1430.4, January 30, 1985</u> Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days."	Change 1

EFFECTIVE DATE

The above pen changes are effective immediately. Although the pen changes remove the requirement for DoD Components to issue implementing documents, the DoD issuances are directly applicable to all elements with the Components and the Heads of the DoD Components are responsible for carrying out the DoD guidance.


 JAMES L. ELMER
 Director
 Correspondence and Directives